

# MIHAELA E. STAN

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## EXPERIENCE & EDUCATION

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2010-present	<b>University College London, U.K.</b> Assistant Professor (Lecturer) <ul style="list-style-type: none"><li>• <i>MSIN0003 Communications and Behaviour in Organisations</i> (200+ students), current student evaluation: 4.2/5</li><li>• <i>MSIN0077 Leadership and Communications</i> (50+ students), current student evaluation: 4.36/5</li><li>• <i>MSIN0018 Research Methods</i> (150+ students; previously co-taught with Sarah Warnes)</li><li>• Dissertation advisor for: C.Y. Kou-Barrett (2014), E. Avgerinos (2016). Master's and BSc thesis advisor on a yearly basis</li><li>• 2011 Grant from the UK Technology Strategy Board for a stratified medicine project (member of a research team led by Simcha Jong)</li></ul>
2016-present	<b>EduPlai, Romania.</b> President and Founder (NGO) <ul style="list-style-type: none"><li>• Workshops in rural schools (learn-through-play methods); Collaborations with Teach for Romania, local councils, and sponsors</li></ul>
2016-2022	<b>FEAA – The West University, Timisoara, Romania.</b> Visiting lecturer
2009-2017	<b>London School of Economics, U.K.</b> Visiting lecturer (Summer School) <ul style="list-style-type: none"><li>• <i>MG106 Strategic Management</i> - Student rating: 95% Good/Very Good</li><li>• <i>MG211 International Business Environment</i> - Student rating: 96% Good/Very Good</li></ul>
Ph.D. (2010)	<b>London Business School, U.K.</b> Subject area: Strategic and International Management Dissertation title: “ <i>Linking Context to Learning: The impact formal structures and task complexity on organizational learning</i> ” Dissertation Committee: Phanish Puranam (Chair), Freek Vermeulen, Brandon Lee
MBA (2005)	<b>Brigham Young University, U.S.A</b>
BSc (2000)	<b>Academia de Studii Economice (ASE), Romania</b>

## RESEARCH INTERESTS

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<b>Strategy:</b>	Managing and structuring organizations to improve learning and adaptive outcomes; Special focus on organizational learning outcomes
<b>Organization Theory:</b>	Learning in multi-task environments; coordination; innovation
<b>Industries:</b>	Healthcare: <i>in-vitro</i> fertilization providers (IVF); stratified medicine in HIV Creative industries: comic book production, performing and visual arts

## PUBLICATIONS AND MANUSCRIPTS IN PROGRESS

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Srikanth, K., Anand, J., & Stan, M. (2021) “The origins of time compression diseconomies” – *Strategic Management Journal*, 42(9), 1573-1599

2018-2021: Recurring fertility treatment failures. August 2022: Birth of daughter

Stan, M., Puranam, P. (2017) "Organizational adaptation to interdependence shifts: the role of integrator structures" – *Strategic Management Journal*, 38(5), 1041-1061

Stan, M. E., & Shah, S. (2017). "The Correlation between Creative Inclinations and Job Selection" – *Proceedings of the International Conference on Humanity and Social Science (ICHSS2016)*, 373-381.

Stan, M., Vermeulen, F. (2013) "Selection at the gate: Difficult cases, Spillovers, and Organizational Learning" - *Organization Science*, 24 (3), 796-812

Stan, M. (2013). "Aiding Organizational Learning: The Case of Integrators in Fertility Care" – *BigStrategy Conference Proceedings (Singapore) - Global Science and Technology Forum (GSTF)*, April 2013, 130-140

Stan, M., Puranam, P. (2011) "Beyond Coordination: How Formal Integrators Shape Organizational Learning" – *DRUID Conference Proceedings*

### **Work in Progress:**

Stan, M., Minea, A. "Private-public interplays in organisational learning" – *quantitative data undergoing analysis, qualitative data awaiting collection*

Stan, M. "Stopping rules and goal persistence in organisational learning" – *qualitative data collection in progress*

Stan, M. "A case of social responsibility: Exploring links between dropout rates and organisational factors in rural schools" – *quantitative data collection in progress*

## **SELECTED PRESENTATIONS**

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### **Seminar Presentations:**

2023 "Decision making models: Linearity and Probability" – *West University of Timisoara*, Romania

2022 "Units of analysis in organisational behaviour: individual, team, organisation" – *West University of Timisoara*, Romania

2019 "From t-tests to multiple regression: The "quant toolbox" of our undergraduate students" – *The UCL School of Management Staff Seminar*, London, UK

2018 "Workshop on Team Dynamics and Conflict" – *Unicredit Bank*, Bucharest, Romania

2015 "Boosting organizational learning in fertility clinics: Institutional frames and cross-functional designs as moderators of learning curves" – *IAE Business School*, Argentina

2015 "Political embeddedness and learning" – *FGV EAESP Sao Paulo Business School*, Brazil

### **Conference Presentations:**

2019 Stan, M. "Beyond Western views on leadership and diversity?" – *IHRM Spring School*, *West University of Timisoara*, Romania

2018 Srikanth, K., Anand, J., Stan, M. "Taking time to do it right" – *Academy of Management*, Chicago, USA

2016 Stan, M. Srikanth, K. "The impact of faster experience accumulation on organizational outcomes" – *GEBA Conference*, Iasi, Romania

2016 Stan, M. "A case of public-private interplay in healthcare: Are hybrid institutional forms better performers?" – *EMBA Conference*, Timisoara, Romania

2015 Stan, M. "Structuring Creativity: Tested and observed features of workspace organization in brainstorming groups"- *APROS EGOS Conference*, Sydney, Australia

2015 Stan, M. "Paradoxical frames and integrators as moderators of organizational learning" – *5th Annual Carnegie School of Organizational Learning Conference*, Pacific Grove, USA

- 2015 Stan, M. “Beyond Private and Public Healthcare: A Longitudinal Examination of UK Fertility Clinics” – *Strategic Management Society*, Santiago, Chile
- 2015 Stan, M., Mane, A. “The role of task structure in coordinating group creative action” - *Organization Science Winter Conference – INFORMS*, Park City, USA

## FORMAL DEVELOPMENT & RENEWAL ACTIVITIES

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- 2022 **Leadership Action Training**, *Resilient Leaders Elements Ltd*, UK  
 • Completed a 3-week development programme along other research peers across UK
- 2019 **Global Colloquium on Participant-Centered Learning**, *Harvard Business School*, USA  
 • Participated in a week-long reflective and critical practice in teaching and learning

## AWARDS, RECOGNITION, MEDIA APPEARANCES

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- 2020 **Nomination "Inspiring Teaching Award"** - *Student Choice Awards, UCL Students' Union*
- 2019-2022 Media appearances in print, online, video: **Adevarul** ("*London lecturer driver for students of Valea Ciorii*"), **Independent** ("*Educational Missionary of Murgeanca*"; "*The David of Valea Ciorii*"), **independent documentary** ("Mihaela Stan: From the comfort of London to the dusty roads of Ialomita"- Camelia [Tabacu](#)-Ciobanu)
- 2016 **Junior faculty grant** – awarded by the Romanian government (UEFISCDI) for conducting research and enabling best-practice exchanges with *The West University of Timisoara*
- 2014 **"Best industry studies paper"** – awarded by Industry Studies Association for the paper "*Selection at the Gate: Difficult Cases, Spillovers, and Organizational Learning*" (with F. Vermeulen)
- 2013 **Media appearance in Financial Times**: “Short-term decisions can have unexpected consequences” - April 7, 2013, p.13; in print and [online](#)
- 2013 **Best Paper Award** from Global Science and Technology Forum (GSTF), BizStrategy Conference (Singapore)

## ASSOCIATIONS

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### Memberships

Industry Studies Association, Academy of Management (OMT, BPS), Strategic Management Society, British Fertility Society

### Reviewer

- Strategic Organisation (2021-present)
- UCL School of Management Reading Group (2015-present)
- Academy of Management - OMT Division (2009-present)
- Academy of Management - BPS Division (2009-2015)

## OTHER SKILLS & HOBBIES

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**Languages:** Romanian (Native), English (Fluent), French (Basic)

**Leisure:** Hiking, role-playing games, boardgames and comic books

**Other Skills:** Power tools, sewing machine skills, interior decorating & design